

*CIA*

INFORMATION REPORT INFORMATION REPORT  
CENTRAL INTELLIGENCE AGENCY

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| SUBJECT           | Chirchik Chemical Plants | DATE DISTR. | 2 November 1959 |
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SOURCE EVALUATIONS ARE DEFINITIVE. APPRAISAL OF CONTENT IS TENTATIVE.

Irritating Smoke from Elektrokhimkombinat

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- During summer 1958 and spring 1959, and for periods of two to three months, the inhabitants of Chirchik noticed the following: two or three times a week, and always in the afternoon, a yellowish smoke emitted from the smokestacks of Elektrokhimkombinat (Electro-Chemical Plant) in the outskirts of Chirchik. This lasted for about one-half hour. When the wind carried the smoke into town, people felt a burning sensation in the exposed parts of their bodies, and their eyes began to water. Sometimes the irritation was so great that for relief they would pat the affected areas with their handkerchiefs. When the smoke was carried to Settlement (zhilgorodok) No. 14, inhabitants left their homes and did not return until the smoke was gone. The smoke was odorless.

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Uzbekkhimmash

- A report on the Uzbek Chemical Machinery Plant i/n Frunze (Uzbekkhimmash) in Chirchik

Very general information is given on plant labor force, salaries, and markings data. Production data were unknown. Sketches and legends are given for plant layout.

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| STATE | X | ARMY # | X | NAVY | X | AIR # | X | FBI |  | AEC |  | ORR/EW | X |  |
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(Note: Washington distribution indicated by "X"; Field distribution by "#".)

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1. The Uzbek Chemical Machinery Building Plant i/m Frunze (Uzbekskiy Khimicheskiy Mashino-Stroitelnyy Zavod i/m Frunze), also known as Uzbekkhimmash, is located in the outskirts of Chirchik, Uzbek SSR. Uzbekkhimmash was built before World War II and until 1942 it was a part of the Elektrokhimkombinat (Electro-Chemical Combine). In 1942, however, machinery taken from plants in the European areas of the USSR which were evacuated was installed at Uzbekkhimmash. At that time the plant became independent of Elektrokhimkombinat, and was subordinated to the Ministry of Medium Machine Construction. It was given the name Middle Asian Chemical Machinery Building Plant (Sredniy Aziatskiy Khimicheskiy Mashino-Stroitelnyy Zavod) which was abbreviated to Sredazkhimmash. During the period of 1953 to 1957 [redacted], no changes were effected. In 1957, however, the plant was turned over to the Sovnarkhoz of the Uzbek SSR, in Tashkent, at which time it received its present name. [redacted] the plant management as well as the workers were pleased with the change in subordination; help and guidance were received faster from Tashkent than from Moscow. In 1958 the Second Mechanical Shop and Second Boiler Shop (Kotelnyy Tsekh) were established; the Forge (Kuznetsnyy Tsekh) and First Boiler Shop were [redacted] enlarged [redacted] in June 1959.

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#### Production

2. Uzbekkhimmash produced boilers for sugar factories and for the production of alcohol. It also produced compressors which [redacted] were utilized in the production of ethylene. [redacted] the monthly production report which was published by the plant gave the figures either in rubles or in percentages, and not in number of items produced.

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3. The Consumers' Goods Shop (Shirprotreb) produced up to 40,000 items of kitchonware per month, which was valued at about 260,000 rubles. The items consisted of flatware and various kitchen spoons and ladles. Up to 1956 these items were produced from the factory's steel scraps. From 1956 on, however, the scrap was piled in the plant's yard; the flatware was then manufactured from stainless steel sheets of one or two millimeter thickness, which were purchased from other plants.
4. When Moissei Nikolayevich Platonov took over as director of the plant in 1952 quotas were not being fulfilled and the plant was subsidized. After that, however, quotas were always met. The peak year for production was 1958, when the plant made a net profit of nine and a half million rubles.
5. [redacted] in 1958, [redacted] some letters of complaint [redacted] had been received from Czechoslovakia, [redacted] Hungary and China. [redacted] these countries had received boilers manufactured at Uzbekkhimmash and were dissatisfied with them, which brought disgrace to the USSR. An immediate improvement in production was ordered.
6. [redacted] production of boilers was to be stepped up and production of compressors to be cut down.
7. All raw material was received through the Sovnarkhoz of the Uzbek SSR, and the original source of supply was not known [redacted]. Once only, in 1958, an announcement was made that a change was to take place and that stainless steel sheets would be ordered from Kiev. This, it was stated, was because of the complaints of the Consumers' Goods Shop on the poor quality of steel sheets received. The stainless steel sheets received subsequent to the change were of far better quality.
8. Uzbekkhimmash was supplied with power by Elektrokhimkombinat. Water was taken from the Chirchik water system. Coke and coal were used to provide heat and steam. In the first half of 1959, however, a large pipeline for natural gas was being laid in the vicinity of both factories. It was officially announced that it was a portion of a pipeline which would extend from Bukhara (N 39-46, E 64-25) to Alma-Ata (N 43-15, E 76-57). As soon as the pipeline reached Chirchik, Elektrokhimkombinat and Uzbekkhimmash were to convert to the use of natural gas.
- Labor Force
9. [redacted] estimated the factory's labor force at about 3,000 people, 20% of whom were women. Of the total, approximately 1,000 persons worked in supervisory, administrative and technical positions. Up to 1949, a large number of Japanese prisoners of war had worked in the factory.
- [redacted] many North Koreans began working there. In 1958, highschool girls and boys reported for work as part of the program to have highschool students work in a factory or a kolkhoz before entering a university. A large blackboard near the entrance to the factory listed the factory's needs for help. The applicants responded quickly, and the factory was never short of help. The applicants submitted their labor book, a certificate of residence, and a certificate of education. Those who were accepted for employment were required to pass a physical examination given by the dispensary.
10. Each fall, during the cotton harvest time, a considerable number of workers was laid off. The excuse was that there was insufficient work. It was generally believed, however, that it was done for the purpose of releasing people for use in picking cotton. According to Soviet law, workers who are dismissed receive 15 days' pay. With this money, some workers went to other areas and they frequently did not return. Therefore, Uzbekkhimmash had to employ many new workers in the late fall of each year.

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Approximately 20% of the labor force was fired annually. The main reasons for firing workers were drunkenness and talking back to the supervisors. Lateness for work and absenteeism were not severely punished. A worker could be late for work two or three times a year without being reprimanded. Attendance of administrative personnel was checked at the main entrance, where a pass was turned in. The workers handed their passes to a checker (tabelshchitsa) in the shop. The passes were distributed to the workers at the end of the day.

Wages

11. Workers were paid on the basis of number of pieces produced, as shown on the work orders. All other personnel was on a straight salary basis. The director received 3,500 rubles a month. In addition, he was given a business car and living quarters. He received a bonus of 1,500 rubles when the plant fulfilled its quota. In the Consumers' Goods Shop salaries ranged from 350 rubles paid to women operating the polishing machines, to 1,100 rubles paid to men operating the presses. [redacted] the discrepancy between women's and men's pay was because men complained louder and their salaries were raised more frequently. [redacted] in effect, salaries decreased each year, because daily quotas were raised.

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12. [redacted] 50X1-HUM

[redacted] The following deductions were made [redacted] income tax, 10%, state loan, 10%, labor union dues, 1%; Red Cross, 3 rubles a year.

13. Pay days were twice a month, on the 10th and 25th day. On the 25th, only advances were made, and final accounting was done on the 10th. About eight or nine times a year the pay was delayed three to four days. The excuse given for such delays was that there was no money available in the State Bank (Gosbank). Limited overtime was authorized; however, workers were never paid for all the overtime they worked. The last ten days each month long work hours were required from everyone. The Consumers' Goods Shop worked about fifteen Sundays a year.

Leave

14. Leave was based on the type of work performed, not on seniority. The two most important factors taken into consideration were the temperatures to which the worker was subjected, and the extent to which his health was affected by the work. Maximum annual leave was 24 working days.

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[redacted] The time each employee was to take his leave was announced by a shop order signed by the chief of the shop. Leave was compulsory, even though only about 10% of the workers could afford to take leave and lose the extra pay resulting from overtime and higher production. There were two ways of avoiding taking leave. The worker could go on leave, but would be called back to work by a shop order. This method required previous arrangement with the chief of the shop. The other way was for the worker to come in and work unofficially, in which case the foreman made out the orders in the name of another worker. The two workers shared the pay. The factory had its own rest center (domotdykha) which charged 12 rubles a day. Few workmen could afford to go there.

Security

15. The guard force consisted of 14 persons, mostly elderly men and women. There were only three entrances to be guarded: two for the personnel, and one for

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the train. The guards were not very efficient; furthermore, they could easily be bribed to overlook it when things were carried out of the plant.

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Safety

16. The factory had a small fire brigade; there were no practice drills. There was a safety inspector, but most safety precautions were not strictly enforced and many accidents occurred. In 1958, five press operators in the Consumers' Goods Shop lost the fingers of their left hands.

Civil Defense

17. No one paid any attention to civil defense orders. The chief of the responsible office, Bondarenko (fmu), was reprimanded twice for failing to carry out his duties. Bondarenko [redacted] and his staff were receiving training in the use of gas masks. A chemist, Itanov (fmu), had given some lectures on atomic raids and protection from radiation. [redacted] There were no bomb shelters in the factory.

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Recreational facilities

18. In 1957, construction of a club for the workmen was completed. The club, which was located in town, was a large building which cost the factory ten million rubles. It housed a movie, a theatre, a large dance or assembly hall, a restaurant and a library. Theatre groups from Tashkent came regularly to perform in the club's theatre. Plays were given in the Russian, [redacted] Uzbek and Tatar languages. The foundry, forge and boiler shop had saunas which could be used by all employees.

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Personalities

19. [redacted] personalities in the plant: 50X1-HUM  
Moissei Nikolayevich Platonov - he was first engineer until 1952, and then became director of the plant. [redacted]

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Konstantin Filippovich Zherebchuk, [redacted] who was [redacted]  
first engineer. [redacted]

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Aleksandrov (fmu), [redacted] who was the first technologist. [redacted]

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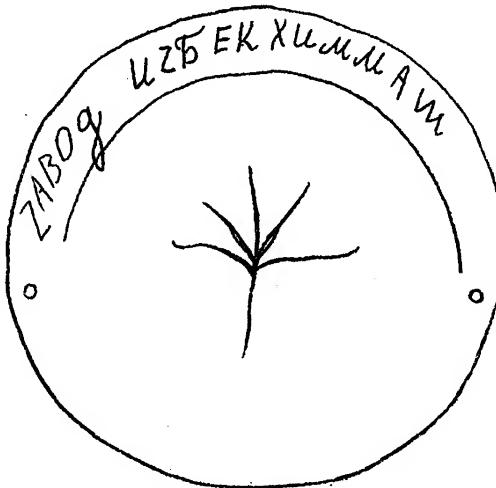
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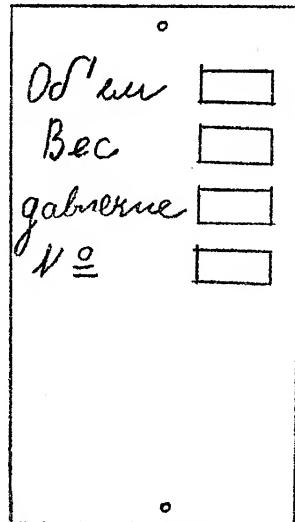
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Factory Markings

20. The trademark of the factory was a round metal disk, about 8 centimeters in diameter. In the center there was a bunch of flowers (or wheat). Around the upper semi-circle, written in capital cyrillic letters were the words: ZAVOD UZBEKKHIMASH. The trademark was fastened to each piece of equipment with two little bolts. (See sketch below)



21. In addition to the trademark, an identification plate was fastened in the same manner to each piece of equipment. The plate was 12 x 20 centimeters, and was made from sheet iron on which the words "size", "weight", "pressure", and "number" were stamped. They were followed by a blank space which was filled in for each individual piece. (See sketch below)



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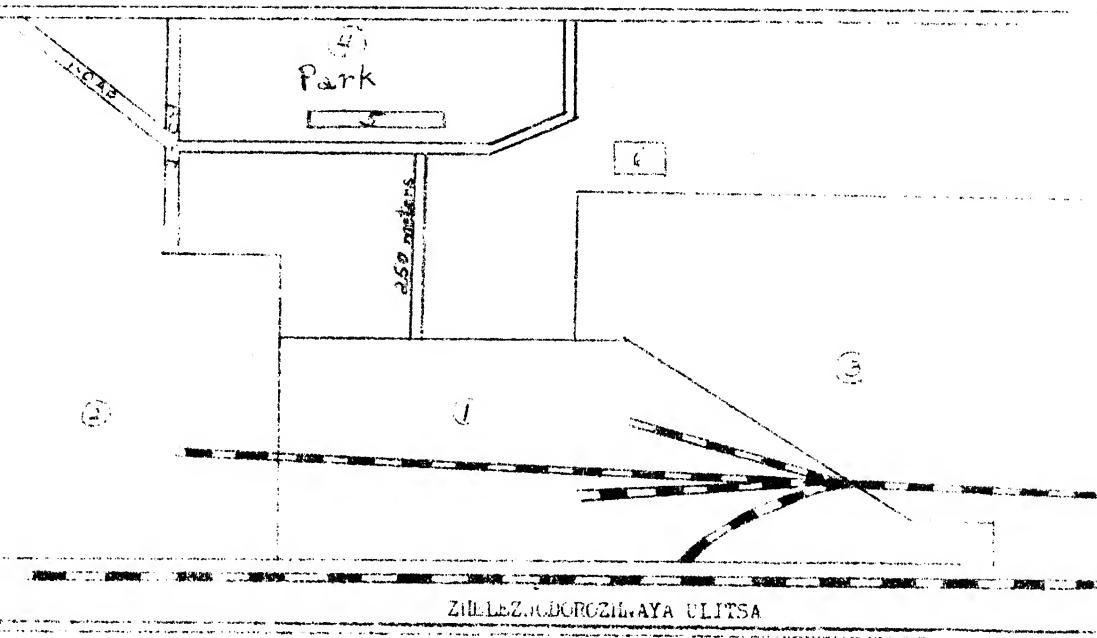
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Area Around Izbekkhimash

- 22 Following is an annotated sketch of the Izbekhimmash area:

ULITSA LENINA



RIVER CHIRCHIK

Not to Scale



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Legend

1. Uzbekkhimmash
2. The section of Elektrokhimkombinat which houses the main shops (Uzbekkhimmash divided Elektrokhimkombinat in two sections).
3. The section of Elektrokhimkombinat which houses the auxiliary shops.
4. Central Recreational Park (Tsentralnyy Park Otdykh)
5. Brick building used as barracks for an infantry battalion. [redacted] the battalion's only duty was to defend Elektrokhimkombinat and Uzbekkhimmash in case of emergency. 50X1-HUM
6. A movie theatre built by Elektrokhimkombinat for its workers and named after it. Uzbekkhimmash workers were also permitted to attend the film showings.
7. Workers' Settlement (Zhilgorodok) Number 14, which had previously been used as a camp for Japanese prisoners of war. Its address was Zheleznodorozhnaya Ulitsa, and the house numbers were from 1 to 57. The settlement consisted of brick houses of one to five apartments and brick barracks of fifteen apartments. Only the kitchens of each apartment had running water. There was no plumbing in the buildings, only outhouses. The settlement received its electric power from Elektrokhimkombinat. Power, however, was scarce, available usually only in the evenings and during the night. Occasionally it was completely cut off. There were coal burning stoves in each apartment for heating purposes. The coal could be purchased from Uzbekkhimmash. [redacted]

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Description of the Plant

23. The plant was about 600 x 400 meters. The ground within the factory walls was level and all roads had been asphalt paved in 1953. Except for the factory park, there were no trees or shrubbery in the area. Following is a description of Uzbekkhimmash (the numbers correspond to those on the sketch of the plant which is on page 12.)

1. The Administration Building - a three-story brick building with a gable roof. The main entrance to the plant for pedestrians and vehicles was through an alleyway in this building. The following offices were housed in the Administration Building.

First Floor

- a. The Bookkeeping Department, with about 18 employees. Bondarenko (fmu) was Chief Bookkeeper.
- b. Personnel Office (Otdel Kadrov), with five employees. Kravrina (fmu) was Chief.
- c. Finance and Sales Department (Otdel Finansov i Sbyta), with four employees.
- d. Supply Department (Otdel Snabzheniya), with eight employees. Chernovskiy (fmu) was Chief.
- e. A self-service messhall, which could take care of only 40% of the workmen during the one-hour lunch period. Most of the workers were forced to bring their lunch from home.

Second Floor

- a. Director's Office
- b. Deputy Director's Office
- c. Accounting Office (Mashino Shchetnaya Stantsiya). All written orders (naryad) from each shop were sent to this office for checking and accounting. The orders were then forwarded to the Department of Wages and Labor (Otdel Zarplaty i Truda).
- d. Conference room for the management
- e. Department of Wages and Labor (O.T.Z.) This department was responsible for keeping the plant's payroll under the prescribed ceiling. When the payroll went over the ceiling, the director lost his bonus. The O.T.Z. constantly tried to keep the salaries low by raising the production norm. The workers believed that the O.T.Z. attempted to keep the workers from making more than 700-800 rubles per month. The forewoman (naryadnitsa) in each department was a representative of the O.T.Z.
- f. Office of the Technologist, with about 34 employees, half of whom were university graduates.
- g. Office of the Chief Engineer, with three employees.
- h. Construction Office, which was subordinate to the Chief Engineer's Office. There were forty-five employees.

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- i. Construction Office for Centrifugal Machines (Byuro Tsentralskogo Mashin), with three employees. The designs for special orders of the Sovnarkhoz were drawn in this office.

- j. The Secret Office (Sekretnyy Byuro), Chief of which was a lieutenant colonel of the Air Force. [redacted] the Air Force officer was in charge of plans to convert the plant to military production if the need arose. This officer frequently visited the Boiler Shop (Kotelnyy Tsekh) and the Foundry (Liteinyy Tsekh), where classified parts were manufactured according to his orders. A [redacted] draftsman [redacted] from the Office of the Technologist did the drafts for the Secret Shop after regular work hours.

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- k. Military Mobilization Office (Kabinet po Voyennoy Mobilizatsii), chief of which was Bondarov (fmu). The office was in charge of all matters pertaining to civil defense and maintenance of liaison with the local draft board (raivoyenkomat).

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- l. Office of the M.V.D. Representative, which was a restricted area. It was the M.V.D. representative's responsibility to investigate all criminal and political cases in the plant. The M.V.D. representative always wore civilian clothes.

Third Floor

- a. Library, which could be used by all employees of the factory.

- b. Labor Union Office. Davidenko (fmu) was representative of the Labor Union.

- c. The Party Committee (Partkom) Office, with nine employees. Party first secretary was Davidov (fmu) and second secretary was Kamaledinov (fmu).

- d. The Technical Control Office (Otdel Tekhnicheskovo Kontrolya - O.T.K.), Chief of which was an engineer named Alekseenko (fmu). He was the overall supervisor of all shop inspectors (kontroler). [redacted] The Technical Control Office was also responsible for the preparation of the envelopes (futlyary) containing the papers (e.g. installation and operation instructions, etc.) which accompanied every piece of equipment.

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- e. The Editorial Office of the factory newspaper The Machine Builder (Mashino Stroitel), the wall-posted newspaper (stengazeta), and the satirical newspaper Porcupine (eyozh).

2. The factory garage, located in a brick building. The factory had two cars (for the Director and the Chief Engineer) and the garage maintained and repaired them.

3. The Second Boiler Shop (Kotelnyy Tsekh). The shop worked in three shifts, with about sixty workers on each shift.

4. The First Mechanical Shop, where parts for compressors and boilers were finished and polished. The shop worked in three shifts.

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5. The Repair Shop, with approximately 60 workers on each of the three shifts.<sup>3</sup> The factory's heavy machinery and the four locomotives belonging to the plant were repaired in this shop.

6. The Laboratory, consisting of two departments:

- a. The Chemical Section, with two chemists, where the composition of metals was tested.
- b. The Gauging Section (Izmeritelnyy Otdel), where the accuracy of certain instruments was checked.

There was a total of twenty-five employees, who worked on one shift.

7. The Foundry (Liteinyy Tsekhan) where spare parts were cast in pig-iron. The furnaces were coal fed; large quantities of oxygen were used in the Foundry. In addition to its regular work for Uzbekkhimmash, the Foundry also received orders directly from the Sovmarkhоз. These orders were given the same priority as those of the factory. The Foundry worked in three shifts.<sup>3</sup>

8. Carpenters' Shop (Modelnyy Tsekhan) where wooden premolds were made. In addition, they made pieces of furniture for use in the factory. Forty-two workers were employed in this shop, and worked one shift.

9. The Consumers' Goods Shop, where kitchen utensils were manufactured. The shop employed about 150 persons who worked in three shifts.<sup>3</sup> The shop had six presses, thirty-five grinding wheels, and ten polishing machines. Chief of the shop was Mikhail Ivanovich Leontiyev.

The three foremen employed in the shop received 950 rubles per month, and a bonus of 250 rubles whenever the shop's quota was fulfilled. The foremen were required to work ten hours a day.

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10. The Lumber Shop, including the lumber yard (stroy byuro). Petrenko (fmu) was chief. The shop had 35 workers who worked one shift. Roughcut lumber was cut into boards from which packing crates were made.

11. The Compressor building, where the central air compressor was housed. Three or four persons were in charge of its maintenance.

12. The Instrument Shop (Instrumentalnyy Tsekhan) where small parts and tools, requiring precision work, were made and rigged (osnastka). The shop was also responsible for repairs of complex testing equipment. Skodin (fmu), [redacted] was Chief. Approximately 32 highly skilled workers were employed in this shop; they worked in two shifts,<sup>3</sup> one at full force and the other at half force. The Instrument Shop had 14 lathes, an electric kiln and an oil and water bath.

13. The First Boiler Shop (Kotelnyy Tsekhan) which was the most important shop of the plant. It was 18 meters high and had a glass gable roof. Four hundred employees worked in three shifts.<sup>3</sup> Petrozhenov (fmu), [redacted] was chief of the shop.

(The broken lines on the sketch indicate the direction in which the shop was being enlarged [redacted])

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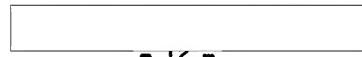
14. The Second Mechanical Shop (Mekhanicheskyy Tsekh No. 2) where parts for compressors and boilers were finished and polished. Approximately 150 persons worked in two shifts.<sup>3</sup>
15. An auxiliary shop which made bolts, nuts and rivets.
16. The Dispensary (Medpunkt). The factory had its own hospital, a two-story building on Sovetskaya Ulitsa, across from the Farmers' Market (Kolkhoznyy Rynok), in Chirchik. The hospital doctors, including the dentists, had visiting hours at the plant dispensary twice a week. Only factory employees, no dependents, were admitted for treatment. The dispensary had an ambulance.
17. The Forge (Kuznetsnyy Tsekh) where large spare parts were stamped and finished. There was one press with a capacity of 10,000 tons; it operated by compressed air. The Forge worked two shifts,<sup>3</sup> with 75 workers on each. Dzhimilev (fmu) was Chief.
18. The metals yard, where various kinds of metals were stocked. Some were stored indoors and others lay in the open.
19. The plant's railroad, which is a spuline of the Tashkent-Chirchik main line.
20. A wall, two meters high, with barbed wire at the top.
21. A small park.
22. The Fire House, with one fire engine. The factory's fire brigade worked in cooperation with the fire brigade of Elektrokhimkombinat. In 1958, when a fire broke out in the plant's foundry, the fire brigade from Elektrokhimkombinat aided in putting it out. The damage from the fire amounted to about 15,000 rubles.

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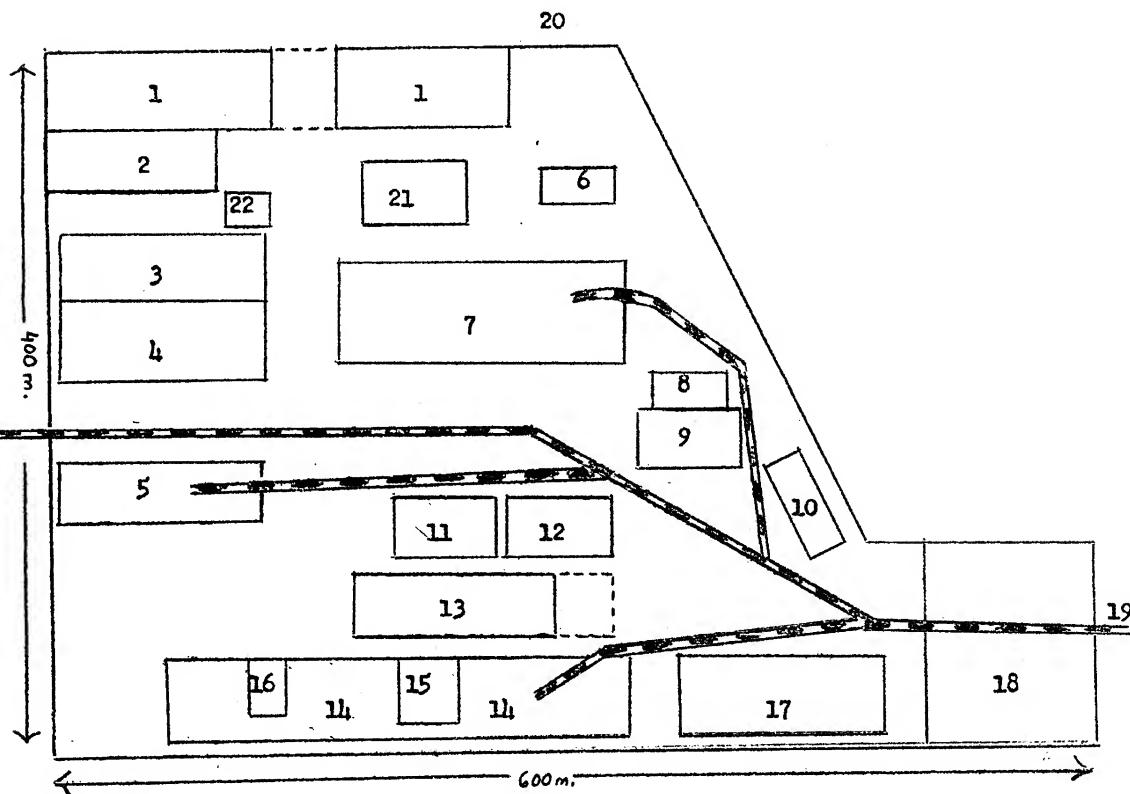
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Lay-out of Uzbekkhimmash



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Field Comments:

1. [redacted] 50X1-HUM
2. The "items of value" were not specified.
3. The hours per shift were not given.

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1. The Uzbek Chemical Machinery Building Plant i/m Frunze (Uzbekskiy Khimicheskiy Mashino-Stroitelnyy Zavod i/m Frunze), also known as Uzbekhimmash, is located in the outskirts of Chirchik, Uzbek SSR. Uzbekhimmash was built before World War II and until 1942 it was a part of the Elektrokhimkombinat (Electro-Chemical Combine). In 1942, however, machinery taken from plants in the European areas of the USSR which were evacuated was installed at Uzbekhimmash. At that time the plant became independent of Elektrokhimkombinat, and was subordinated to the Ministry of Medium Machine Construction. It was given the name Middle Asian Chemical Machinery Building Plant (Sredniy Aziatiskiy Khimicheskiy Mashino-Stroitelnyy Zavod) which was abbreviated to Sredashchimmash. During the period of 1953

no changes were effected. In 1957, however, the plant was turned over to the Sovnarkhoz of the Uzbek SSR, in Tashkent, at which time it received its present name. [ ] the plant management as well as the workers were pleased with the change in subordination; help and guidance were received faster from Tashkent than from Moscow. In 1958 the Second Mechanical Shop and Second Boiler Shop (Kotelnyy Tsakh) were established; the Forge (Kusnetsovyy Tsakh) and First Boiler Shop were enlarged [ ] in June 1959.

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Production

2. Uzbekhimmash produced boilers for sugar factories and for the production of alcohol. It also produced compressors which, [ ] were utilized in the production of ethylene.

[ ] because the monthly production report which was published by the plant gave the figures either in rubles or in percentages, and not in number of items produced.

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3. The Consumers' Goods Shop (Shirprotreb) produced up to 40,000 items of kitchenware per month, which was valued at about 260,000 rubles. The items consisted of flatware and various kitchen spoons and ladles. Up to 1956 these items were produced from the factory's steel scraps. From 1956 on, however, the scrap was piled in the plant's yard; the flatware was then manufactured from stainless steel sheets of one or two millimeter thickness, which were purchased from other plants.
4. When Moissei Nikolsyevich Platonov took over as director of the plant in 1952 quotas were not being fulfilled and the plant was subsidized. After that, however, quotas were always met. The peak year for production was 1958, when the plant made a net profit of nine and a half million rubles.

5. [redacted] in 1958, [redacted] some letters of complaint [redacted] had been received from Czechoslovakia, [redacted] Hungary and China. [redacted] these countries had received boilers manufactured at Uzbekkhimmash and were dissatisfied with them, which brought disgrace to the USSR. An immediate improvement in production was ordered.

6. [redacted] production of boilers was to be stepped up and production of compressors to be cut down.

7. All raw material was received through the Sovnarkhoz of the Uzbek SSR, and the original source of supply was not known [redacted]. Once only, in 1958, an announcement was made that a change was to take place and that stainless steel sheets would be ordered from Kiev. This, it was stated, was because of the complaints of the Consumers' Goods Shop on the poor quality of steel sheets received. The stainless steel sheets received subsequent to the change were of far better quality.

8. Uzbekkhimmash was supplied with power by Elektrokhimkombinat. Water was taken from the Chirchik water system. Coke and coal were used to provide heat and steam. In the first half of 1959, however, a large pipeline for natural gas was being laid in the vicinity of both factories. It was officially announced that it was a portion of a pipeline which would extend from Bukhara (N 39-46, E 64-25) to Alma-Ata (N 43-15, E 76-57). As soon as the pipeline reached Chirchik, Elektrokhimkombinat and Uzbekkhimmash were to convert to the use of natural gas.

Labor Force

9. [redacted] estimated the factory's labor force at about 3,000 people, 20% of whom were women. Of the total, approximately 1,000 persons worked in supervisory, administrative and technical positions. Up to 1949, a large number of Japanese prisoners of war had worked in the factory.

[redacted] many North Koreans began working there. In 1958, highschool girls and boys reported for work as part of the program to have highschool students work in a factory or a kolkhoz before entering a university. A large blackboard near the entrance to the factory listed the factory's needs for help. The applicants responded quickly, and the factory was never short of help. The applicants submitted their labor book, a certificate of residence, and a certificate of education. Those who were accepted for employment were required to pass a physical examination given by the dispensary.

10. Each fall, during the cotton harvest time, a considerable number of workers was laid off. The excuse was that there was insufficient work. It was generally believed, however, that it was done for the purpose of releasing people for use in picking cotton. According to Soviet law, workers who are dismissed receive 15 days' pay. With this money, some workers went to other areas and they frequently did not return. Therefore, Uzbekkhimmash had to employ many new workers in the late fall of each year.

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Approximately 20% of the labor force was fired annually. The main reasons for firing workers were drunkenness and talking back to the supervisors. Lateness for work and absenteeism were not severely punished. A worker could be late for work two or three times a year without being reprimanded. Attendance of administrative personnel was checked at the main entrance, where a pass was turned in. The workers handed their passes to a checker (tabelshchitsa) in the shop. The passes were distributed to the workers at the end of the day.

Wages

11. Workers were paid on the basis of number of pieces produced, as shown on the work orders. All other personnel was on a straight salary basis. The director received 3,500 rubles a month. In addition, he was given a business car and living quarters. He received a bonus of 1,500 rubles when the plant fulfilled its quota. In the Consumers' Goods Shop salaries ranged from 350 rubles paid to women operating the polishing machines, to 1,100 rubles paid to men operating the presses. [redacted] that the discrepancy between women's and men's pay was because men complained louder and their salaries were raised more frequently. [redacted] in effect, salaries decreased each year, because daily quotas were raised.

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12. [redacted] 50X1-HUM

The following deductions were made [redacted] income tax, 10%, state loan, 10%, labor union dues, 1%; Red Cross, 3 rubles a year.

13. Pay days were twice a month, on the 10th and 25th day. On the 25th, only advances were made, and final accounting was done on the 10th. About eight or nine times a year the pay was delayed three to four days. The excuse given for such delays was that there was no money available in the State Bank (Gosbank). Limited overtime was authorized; however, workers were never paid for all the overtime they worked. The last ten days each month long work hours were required from everyone. The Consumers' Goods Shop worked about fifteen Sundays a year.

Leave

14. Leave was based on the type of work performed, not on seniority. The two most important factors taken into consideration were the temperatures to which the worker was subjected, and the extent to which his health was affected by the work. Maximum annual leave was 24 working days.

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[redacted] The time each employee was to take his leave was announced by a shop order signed by the chief of the shop. Leave was compulsory, even though only about 10% of the workers could afford to take leave and lose the extra pay resulting from overtime and higher production. There were two ways of avoiding taking leave. The worker could go on leave, but would be called back to work by a shop order. This method required previous arrangement with the chief of the shop. The other way was for the worker to come in and work unofficially, in which case the foreman made out the orders in the name of another worker. The two workers shared the pay. The factory had its own rest center (dom otdykha) which charged 12 rubles a day. Few workmen could afford to go there.

Security

15. The guard force consisted of 14 persons, mostly elderly men and women. There were only three entrances to be guarded: two for the personnel, and one for

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the train. The guards were not very efficient; furthermore, they could easily be bribed to overlook it when things were carried out of the plant.

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Safety

16. The factory had a small fire brigade; there were no practice drills. There was a safety inspector, but most safety precautions were not strictly enforced and many accidents occurred. In 1958, five press operators in the Consumers' Goods Shop lost the fingers of their left hands.

Civil Defense

17. No one paid any attention to civil defense orders. The chief of the responsible office, Bondarenko (fmu), was reprimanded twice for failing to carry out his duties. Bondarenko and his staff were receiving training in the use of gas masks. A chemist, Itanov (fmu), had given some lectures on atomic raids and protection from radiation. [redacted] There were no bomb shelters in the factory.

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Recreational facilities

18. In 1957, construction of a club for the workmen was completed. The club, which was located in town, was a large building which cost the factory ten million rubles. It housed a movie, a theatre, a large dance or assembly hall, a restaurant and a library. Theatre groups from Tashkent came regularly to perform in the club's theatre. Plays were given in the Russian, [redacted] Uzbek and Tatar languages. The foundry, forge and boiler shop had saunas which could be used by all employees.

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Personalities

19. [redacted] personalities in the plant: Moissei Nikolayevich Platonov - he was first engineer until 1952, and then became director of the plant.

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Konstantin Filippovich Zhrebchuk, [redacted] was [redacted]  
first engineer.

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Aleksandrov (fmu), [redacted] who was the first technologist.

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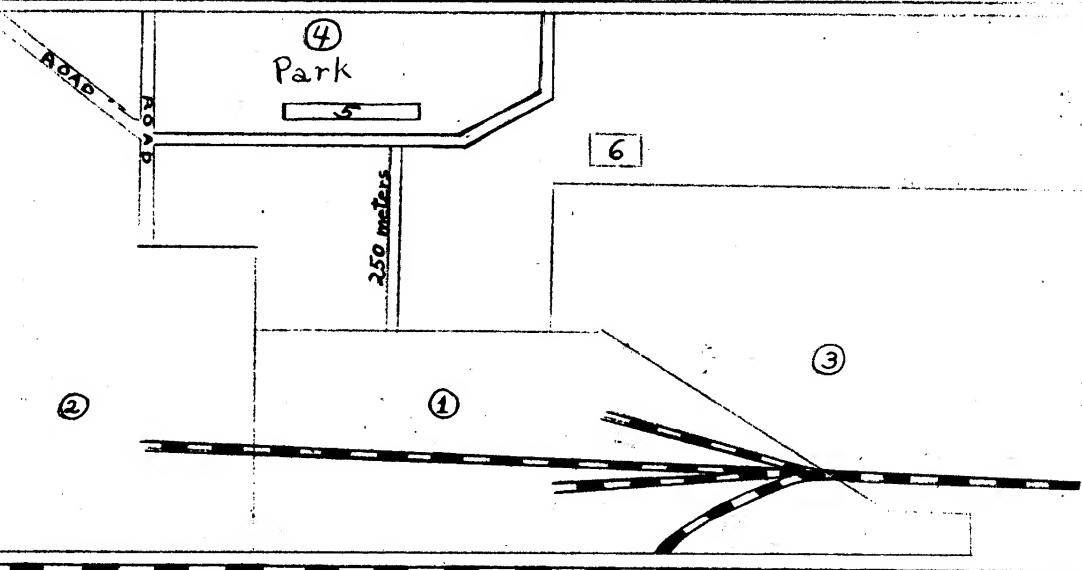
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Area Around Uzbekkhimash

22. Following is an annotated sketch of the Uzbekkhimash area:

ULITSA LENINA



RIVER CHIRCHIK

Not to scale

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Legend

1. Uzbekkhimmash
2. The section of Elektrokhimkombinat which houses the main shops (Uzbekkhimmash divided Elektrokhimkombinat in two sections).
3. The section of Elektrokhimkombinat which houses the auxiliary shops.
4. Central Recreational Park (Tsentralnyy Park Otdykh)
5. Brick building used as barracks for an infantry battalion. [redacted] the battalion's only duty was to defend Elektrokhimkombinat and Uzbekkhimmash in case of emergency. 50X1-HUM
6. A movie theatre built by Elektrokhimkombinat for its workers and named after it. Uzbekkhimmash workers were also permitted to attend the film showings.
7. Workers' Settlement (Zhilgorodok) Number 14, which had previously been used as a camp for Japanese prisoners of war. Its address was Zheleznodorozhnaya Ulitsa, and the house numbers were from 1 to 57. The settlement consisted of brick houses of one to five apartments and brick barracks of fifteen apartments. Only the kitchens of each apartment had running water. There was no plumbing in the buildings, only outhouses. The settlement received its electric power from Elektrokhimkombinat. Power, however, was scarce, available usually only in the evenings and during the night. Occasionally it was completely cut off. There were coal burning stoves in each apartment for heating purposes. The coal could be purchased from Uzbekkhimmash. [redacted]

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Description of the Plant

23. The plant was about 600 x 400 meters. The ground within the factory walls was level and all roads had been asphalt paved in 1953. Except for the factory park, there were no trees or shrubbery in the area. Following is a description of Uzbekkhimmash (the numbers correspond to those on the sketch of the plant which is on page 12.)

1. The Administration Building - a three-story brick building with a gable roof. The main entrance to the plant for pedestrians and vehicles was through an alleyway in this building. The following offices were housed in the Administration Building.

First Floor

- a. The Bookkeeping Department, with about 18 employees. Bondarenko (fmu) was Chief Bookkeeper.
- b. Personnel Office (Otdel Kadrov), with five employees. Kravtina (fmu) was Chief.
- c. Finance and Sales Department (Otdel Finansov i Sbyta), with four employees.
- d. Supply Department (Otdel Snabzheniya), with eight employees. Chernovakiy (fmu) was Chief.
- e. A self-service messhall, which could take care of only 40% of the workmen during the one-hour lunch period. Most of the workers were forced to bring their lunch from home.

Second Floor

- a. Director's Office
- b. Deputy Director's Office
- c. Accounting Office (Mashino Shchetnaya Stantsiya). All written orders (naryad) from each shop were sent to this office for checking and accounting. The orders were then forwarded to the Department of Wages and Labor (Otdel Zarplaty i Truda).
- d. Conference room for the management
- e. Department of Wages and Labor (O.T.Z.). This department was responsible for keeping the plant's payroll under the prescribed ceiling. When the payroll went over the ceiling, the director lost his bonus. The O.T.Z. constantly tried to keep the salaries low by raising the production norm. The workers believed that the O.T.Z. attempted to keep the workers from making more than 700-800 rubles per month. The forewoman (naryadnitsa) in each department was a representative of the O.T.Z.
- f. Office of the Technologist, with about 34 employees, half of whom were university graduates.
- g. Office of the Chief Engineer, with three employees.
- h. Construction Office, which was subordinate to the Chief Engineer's Office. There were forty-five employees.

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- i. Construction Office for Centrifugal Machines (Byuro Tsentrabeznykh Mashin), with three employees. The designs for special orders of the Sovnarkhoz were drawn in this office.
- j. The Secret Office (Sekretnyy Byuro), Chief of which was a lieutenant colonel of the Air Force. [redacted] the Air Force officer was in charge of plans to convert the plant to military production if the need arose. This officer frequently visited the Boiler Shop (Kotelnyy Tsekh) and the Foundry (Liteinyy Tsekh), where classified parts were manufactured according to his orders. A [redacted] draftsman [redacted] from the Office of the Technologist did the drafts for the Secret Shop after regular work hours. 50X1-HUM
- k. Military Mobilization Office (Kabinet po Voyennoy Mobilizatsii), chief of which was Bondarov (fmu). The office was in charge of all matters pertaining to civil defense and maintenance of liaison with the local draft board (raivoyenkomat).
- l. Office of the M.V.D. Representative, which was a restricted area. It was the M.V.D. representative's responsibility to investigate all criminal and political cases in the plant. The M.V.D. representative always wore civilian clothes.

Third Floor

- a. Library, which could be used by all employees of the factory.
- b. Labor Union Office. Davidenko (fmu) was representative of the Labor Union.
- c. The Party Committee (Partkom) Office, with nine employees. Party first secretary was Davidov (fmu) and second secretary was Kamaledinov (fmu).
- d. The Technical Control Office (Otdel Tekhnicheskovo Kontrolya - O.T.K.), Chief of which was an engineer named Alekseenko (fmu). He was the overall supervisor of all shop inspectors (kontroler), [redacted] The Technical Control 50X1-HUM Office was also responsible for the preparation of the envelopes (futlyary) containing the papers (e.g. installation and operation instructions, etc.) which accompanied every piece of equipment.
- e. The Editorial Office of the factory newspaper The Machine Builder (Mashino Stroitel), the wall-posted newspaper (stengazeta), and the satirical newspaper Porcupine (syozh).
2. The factory garage, located in a brick building. The factory had two cars (for the Director and the Chief Engineer) and the garage maintained and repaired them.
3. The Second Boiler Shop (Kotelnyy Tsekh). The shop worked in three shifts, with about sixty workers on each shift.
4. The First Mechanical Shop, where parts for compressors and boilers were finished and polished. The shop worked in three shifts.

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5. The Repair Shop, with approximately 60 workers on each of the three shifts. The factory's heavy machinery and the four locomotives belonging to the plant were repaired in this shop.
6. The Laboratory, consisting of two departments:
  - a. The Chemical Section, with two chemists, where the composition of metals was tested.
  - b. The Gauging Section (Izmeritelnyy Otdel), where the accuracy of certain instruments was checked.

There was a total of twenty-five employees, who worked on one shift.

7. The Foundry (Liteinyy Tsekh) where spare parts were cast in pig-iron. The furnaces were coal fed; large quantities of oxygen were used in the Foundry. In addition to its regular work for Uzbekkhimmash, the Foundry also received orders directly from the Sovnarkhoz. These orders were given the same priority as those of the factory. The Foundry worked in three shifts.
8. Carpenters' Shop (Modelnyy Tsekh) where wooden premolds were made. In addition, they made pieces of furniture for use in the factory. Forty-two workers were employed in this shop, and worked one shift.
9. The Consumers' Goods Shop, where kitchen utensils were manufactured. The shop employed about 150 persons who worked in three shifts. The shop had six presses, thirty-five grinding wheels, and ten polishing machines. Chief of the shop was Mikhail Ivanovich Leontiyev.

The three foremen employed in the shop received 950 rubles per month, and a bonus of 250 rubles whenever the shop's quota was fulfilled. The foremen were required to work ten hours a day.

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10. The Lumber Shop, including the lumber yard (stroy byuro). Potrenko (fmu) was chief. The shop had 35 workers who worked one shift. Roughcut lumber was cut into boards from which packing crates were made.
11. The Compressor building, where the central air compressor was housed. Three or four persons were in charge of its maintenance.
12. The Instrument Shop (Instrumentalnyy Tsekh) where small parts and tools, requiring precision work, were made and rigged (osnastka). The shop was also responsible for repairs of complex testing equipment. Skodin (fmu), [redacted] was Chief. Approximately 32 highly skilled workers were employed in this shop; they worked in two shifts, one at full force and the other at half force. The Instrument Shop had 14 lathes, an electric kiln and an oil and a water bath.
13. The First Boiler Shop (Kotelnyy Tsekh) which was the most important shop of the plant. It was 18 meters high and had a glass gable roof. Four hundred employees worked in three shifts. Petrozhenov (fmu), [redacted], was chief of the shop.

(The broken lines on the sketch indicate the direction in which the shop was being enlarged at the time of Source's departure.)

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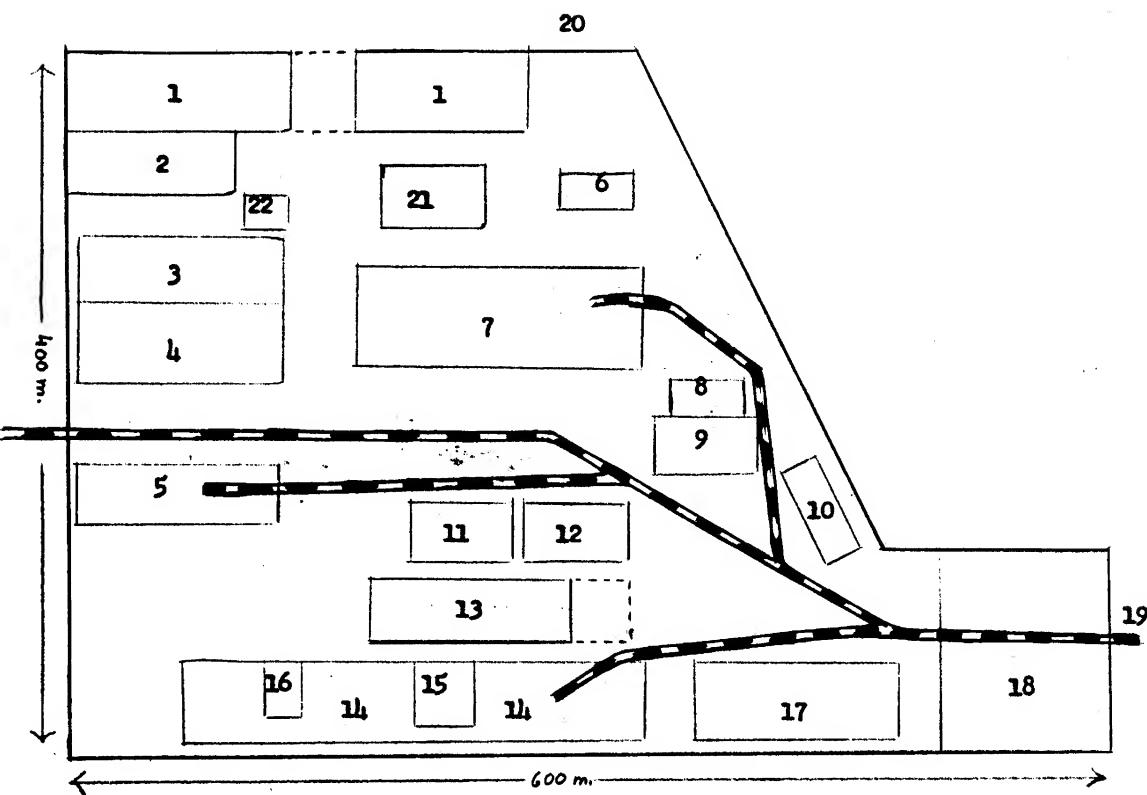
14. The Second Mechanical Shop (Mekhanichesky Tsekh No. 2) where parts for compressors and boilers were finished and polished. Approximately 150 persons worked in two shifts.
15. An auxiliary shop which made bolts, nuts and rivets.
16. The Dispensary (Medpunkt). The factory had its own hospital, a two-story building on Sovetskaya Ulitsa, across from the Farmers' Market (Kolkhoznyy Rynok), in Chirchik. The hospital doctors, including the dentists, had visiting hours at the plant dispensary twice a week. Only factory employees, no dependents, were admitted for treatment. The dispensary had an ambulance.
17. The Forge (Kuznetsky Tsekh) where large spare parts were stamped and finished. There was one press with a capacity of 10,000 tons; it operated by compressed air. The Forge worked two shifts, with 75 workers on each. Dzhimilev (fmu) was Chief.
18. The metals yard, where various kinds of metals were stocked. Some were stored indoors and others lay in the open.
19. The plant's railroad, which is a spur line of the Tashkent-Chirchik main line.
20. A wall, two meters high, with barbed wire at the top.
21. A small park.
22. The Fire House, with one fire engine. The factory's fire brigade worked in cooperation with the fire brigade of Elektrokhimkombinat. In 1958, when a fire broke out in the plant's foundry, the fire brigade from Elektrokhimkombinat aided in putting it out. The damage from the fire amounted to about 15,000 rubles.

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Lay-out of UzbekkhimmashNot to scale

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